

DDI #2417-82

25 MAR 1982

MEMORANDUM FOR: Director of Personnel
FROM : R. E. Hineman
Associate Director for Intelligence
SUBJECT : DDI Personnel Ceiling

Jim -

1. The need to produce more interdisciplinary analysis is one of the key goals of the DDI. The reorganization of the directorate has facilitated that goal by putting analysts of different academic disciplines together to work on common problems. The new structure, by placing equal emphasis on all regions of the world, has underscored our longstanding weaknesses in the number of analysts covering many areas of the Third World and Eastern Europe. The need for more interdisciplinary work also has placed a high premium on the need for more economists, military analysts and systems analysts. We simply do not have enough analysts on board to give us these specialized insights on every area or problem that we are asked to cover.

2. The directorate's staffing problems are not limited to the impact of the reorganization. Policymakers are asking us to significantly increase our work on technology transfer, international terrorism, and foreign industrial competition. It is not a simple task to find people to work on these subjects. The directorate has an aggressive recruitment program underway concentrating on finding economists, systems analysts, area experts on the Third World, and scientists who can contribute to various aspects of our research program, including civil technology, technology transfer, and military weapons systems. To get up to strength on these issues we have urged the newly-created offices to continue to hire against targets which are included in the FY 1983 projected ceilings.

3. At the same time the directorate is still feeling the effects of the federal hiring freeze. The long processing time involved in getting people on board has left us critically under strength in clerical people. The situation is most serious in the Office of Central Reference, where a shortage of some clerical people has meant analysts have had to do their own typing and filing and management has been forced to work the clerical people on overtime to stay abreast of their work.


25X1

25X1

SECRET

4. If the directorate is forced to significantly reduce its momentum in recruiting the highly specialized people needed to work on the economic, military and scientific issues before us, the quality of the directorate's work will inevitably suffer. Fewer people to do the work means less time for research, less opportunity to think creatively, and less time to review the product for intellectual rigor. All of this flies in the face of mandates from the White House and the Congress to improve the quality and broaden the scope of analysis. In sum, the directorate must be allowed to recruit against its '83 ceiling if it is to achieve the goals cited above.

25X1



R. E. Hineman